



MINUTES OF THE BOARD OF SUPERVISORS
COUNTY OF LOS ANGELES, STATE OF CALIFORNIA

Larry J. Monteilh, Executive Officer
Clerk of the Board of Supervisors
383 Hall of Administration
Los Angeles, California 90012

All Department/District Heads

At its meeting held April 27, 1993, the Board took the following action:

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Supervisor Molina made the following statement:

"On September 29, 1992, the Board of Supervisors unanimously acted to extend the hard hiring freeze through the end of the Fiscal Year, and to expressly require Board approval of hiring or backfilling of higher paid administrative and management positions. The Chief Administrative Officer was specifically authorized to grant exemptions on a case by case basis. Regrettably, the motion does not seem to be working as intended.

"Early this year, the Chief Administrative Officer delegated the exemption authority to Department Heads. Both before and after the delegation on February 1st, significant hiring and promotions continued despite a worsening budget crisis. In the month of January, the Department of Children's Services hired over 150 people and the Department of Public Works promoted almost 200 people. This hardly suggests hard times and is not fair to departments that have complied with the freeze.

"In short, we have a freeze that is melting. We need to act to firm it up because our budget predicament has gotten worse. And it is important that we give the Chief Administrative Officer some leverage over departments that have legitimate hiring needs so that they consider qualified County employees targeted for layoff before hiring outside."

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Syn. 61 (Continued)

After discussion, on motion of Supervisor Molina, seconded by Supervisor Edelman, unanimously carried, the Board reaffirmed previous Board actions that:

1. Authorized implementation of a "hard freeze" on all hiring;
2. Exemptions from the hiring freeze require approval by the Chief Administrative Officer;
3. Department Heads be instructed to restrict future promotions to those required by contract or ordinance, or to those in which an individual has assumed significantly more responsibility and authority; and
4. Department Head requests to fill management or administrative positions, compensated in excess of \$85,000 annually, be submitted to the Board by memorandum with a Chief Administrative Officer recommendation with a two-week opportunity for a member of the Board to request formal action prior to the filling of the position.

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